

MicroPact icomplaints System

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

U.S. Customs and Border Protection 4th Quarter 2015 for period ending September 30, 2015

			Compara	ative Data		
Complaint Activity		Previou	ıs Fiscal Ye	ear Data		2015
	2010	2011	2012	2013	2014	Thru 09-30
Number of Complaints Filed	316	328	259	247	220	233
Number of Complainants	293	294	245	229	207	227
Repeat Filers	18	28	14	16	10	6

Complaints by Pagis		C	ompara	ative Da	ıta	
Complaints by Basis	Р	revious	Fiscal `	Year Da	ta	2015
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	Thru 09-30
Race	91	94	59	71	64	58
Color	30	17	19	13	16	13
Religion	17	21	13	11	11	11
Reprisal	141	166	118	114	111	104
Sex	91	99	87	80	65	7.1
PDA	0	2	4	2	2	6
National Origin	76	77	57	44	50	47
Equal Pay Act	0	1	0	1	0	<u>0</u>
Age	97	90	87	75	47	7.6
Disability	79	72	55	41	49	54
Genetics	0	1	0	2	2	<u>0</u>
Non-EEO	12	19	12	9	9	15

Ocumulainta hadaaaa		C	Compara	ative Da	ıta	
Complaints by Issue	Р	revious	Fiscal `	Year Da	ıta	2015
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	Thru 09-30
Appointment/Hire	13	22	9	8	9	12
Assignment of Duties	42	43	45	26	33	24
Awards	6	5	5	3	4	Z
Conversion to Full-time	0	0	0	0	0	<u>0</u>
Disciplinary Action		•	•	•	•	
Demotion	0	2	3	0	1	1
Reprimand	16	29	10	18	14	7
Suspension	13	26	15	13	14	11
Removal	4	5	3	1	1	2
Other	8	2	1	0	1	<u>0</u>
Duty Hours	6	10	5	5	2	5
Evaluation Appraisal	10	13	4	6	2	<u>5</u>
Examination/Test	3	4	1	4	2	2
Harassment	•	•			•	
Non-Sexual	87	122	91	91	103	90
Sexual	11	9	7	10	11	14
Medical Examination	3	4	7	3	6	6
Pay (Including Overtime)	7	10	10	10	15	7
Promotion/Non-Selection	59	60	55	48	41	47
Reassignment	•	•			•	
Denied	10	13	10	13	8	12
Directed	13	11	8	5	6	2
Reasonable Accommodation	14	14	11	10	14	Z
Reinstatement	1	3	1	0	2	3
Retirement	3	2	2	3	3	2
Termination	66	56	16	8	8	12
	1					

MicroPact Internet Complaints System - No Fear

Terms/Conditions of Employment	31	61	28	15	14	13
Time and Attendance	20	25	22	8	8	10
Training	12	14	6	9	5	2
Other	32	6	4	2	1	<u>0</u>

		Comparative Data												
Processing Time		Previou	s Fiscal Y	ear Data		2015								
	2010	2011	2012	2013	2014	Thru 09-30								
Complaints pending during fiscal year	н													
Average number of days in investigation	140.40	146.34	176.80	209.23	189.43	166.12								
Average number of days in final action	256.44	149.33	87.41	71.77	51.45	48.95								
Complaint pending during fiscal year where hearing	g was reque	sted		,	,	•								
Average number of days in investigation	141.99	144.37	177.64	206.17	191.69	168.19								
Average number of days in final action	78.57	81.67	33.20	35.42	36.55	37.11								
Complaint pending during fiscal year where hearing	g was not re	quested		,	,	•								
Average number of days in investigation	134.96	153.43	175.41	218.10	184.36	160.80								
Average number of days in final action	673.17	242.48	171.84	121.15	103.64	68.58								

	Comparative Data											
Complaints Dismissed by Agency		Previous	Fiscal Y	ear Data		2015						
	2010	2011	2012	2013	2014	Thru 09-30						
Total Complaints Dismissed by Agency	40	43	29	31	37	27						
Average days pending prior to dismissal	277	74	72	97	103	78						
Complaints Withdraw	n by Con	nplainant	S									
Total Complaints Withdrawn by Complainants	38	33	52	18	28	34						

	Comparative Data											
Total Final Agency Actions Finding Discrimination		Previous Fiscal Year Data										015
	2	2010		2011		012)12 2		2014			'hru 9-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		7		4		2	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	100
With Hearing	1	100	2	100	5	100	7	100	4	100	1	100

Findings of Discrimination Rendered by Basis	Comparative Data											
Findings of Discrimination Rendered by Basis			Pre	viou	s Fi	iscal `	′ ea	r Data				2015
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints	2	2010	20	011	2	012	2	013	2	014		hru 9-30
and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		2		5		2	
Race	1	100	0	0	0	0	0	0	1	20	0	0
Color	0	0	0	0	1	20	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	3	60	1	50	1	20	0	0
Sex	0	0	0	0	3	60	0	0	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	1	50	1	20	0	0	2	40	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	1	20	0	0	2	40	2	100
Disability	0	0	1	50	0	0	1	50	3	60	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	20	0	0	0	0	0	0
Findings After Hearing	1		2		4		1		3		1	
Race	1	100	0	0	0	0	0	0	1	33	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	3	75	1	100	1	33	<u>0</u>	0
Sex	0	0	0	0	3	75	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	1	33	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	1	25	0	0	1	33	1	100
Disability	0	0	1	50	0	0	0	0	2	67	<u>0</u>	0
Genetics	┯	0	0	0	0		0	0	0	<u> </u>	0	Ļ

Non-EEO	0	0	0	0	1	25	0	0	0	0	0	0
Findings Without Hearing	0		0		1		1		2		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	2	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	1	50	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	50	1	100
Disability	0	0	0	0	0	0	1	100	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

					C	ompar	ativ	e Data	1			
			Pr	evio	ıs F	iscal \	ear/	Data				015
Findings of Discrimination Rendered by Issue	2	2010	20	011	2	012	2	013	2	2014		hru 9-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		2		5		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	20	0	0	2	40	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	•			•								
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	20	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	20	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	20	0	0	3	60	1	50
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	20	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	2	40	0	0	2	40	1	50
Reassignment	•	•		•								
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	1	20	0	0
Reasonable Accommodation	0	0	1	50	0	0	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Termination	0	0	1	50	0	0	0	0	0	0	1	50
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	20	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	20	0	0	0	0	<u>0</u>	0
Findings After Hearing	1		2		4		1		3		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	0	0	1	33	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	33	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	25	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	-			•								
Non-Sexual	0	0	0	0	0	0	0	0	3	100	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	25	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	2	50	0	0	1	33	0	0
Reassignment		•		•								
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	100	0	0	0	0
Reasonable Accommodation	0	0	1	50	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
											П	

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	50	0	0	0	0	0	0	1	100
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	33	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	25	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		0		1		1		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action	•											
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	1	100	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	1	50	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	0	0	<u>0</u>	0
									\Box			

MicroPact Internet Complaints System - No Fear

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status		Comparative Data								
		Previous Fiscal Year Data								
	2010	2011	2012	2013	2014	Thru 09-30				
Total complaints from previous Fiscal Years	162	160	171	168	207	224				
Total Complainants	133	132	136	142	177	198				
Number complaints pending										
Investigation	5	8	7	2	0	0				
ROI issued, pending Complainant's action	0	0	0	0	0	1				
Hearing	98	130	149	153	189	212				
Final Agency Action	49	18	12	13	17	11				
Appeal with EEOC Office of Federal Operations	34	71	79	84	96	7.1				

	Comparative Data								
Complaint Investigations		Previous Fiscal Year Data							
		2011	2012	2013	2014	Thru 09- 30			
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	2	0	0	0			